



# LONDON POLICE SERVICE BOARD

## OPEN MEETING AGENDA

Thursday, April 16, 2026, 9:30 am and 1:15 pm

Police HQ Executive Boardroom 601 Dundas Street

*Link to Livestreams [9:30 AM](#) and [1:15 PM](#)*

	ITEM	LEAD	DETAILS
<b>OPEN MEETING PART One: 9:30 am</b>			
1	Call Open Meeting to Order	Chair	
2	<b>Motion</b> to move to a Closed meeting pursuant to Section 44(1)(b) and 44(2) of the <i>Community Safety and Policing Act</i> to discuss confidential matters related to labour relations, Finance, and Legal.	Chair	Decision
<b>CLOSED MEETING AND BREAK UNTIL 1:15 pm</b>			
<b>OPEN MEETING PART Two: 1:15 pm</b>			
1	<b>Procedural Matters</b>	Chair	Information
	Opening Remarks		
	Disclosures of Interest		
	Introduction of New Business		
	Receipt of Correspondence <a href="#">Reference Document #2604_001</a>		Decision
	Approval of Minutes: <a href="#">March 19, 2026</a> , LPSB Open Meeting		
2	<b>Crime Stoppers Presentation</b> <i>Lloyd Stacey; Executive Director, Crimestoppers for London Middlesex</i>	DC Bastien	Information
3	<b>London Police Service Board Governance</b>	Chair	Decision
	3.1 Advisory Committee Assignments & ARAP update <a href="#">Report #2604PB01</a>		
	3.2 CSPA s. 31(3) Council Resolution on Size of the Board <a href="#">Report #2604PB02</a>		Decision
	3.3 CSPA s. 258(2) Application for Special Funds <a href="#">Cover Report #2604PB03</a> for LPS Application for Sponsorship Association of Black Law Enforcers (ABLE) Gala <a href="#">Report #2604EA01</a>		Decision
	3.4 AI and Body Worn Camera Policies for approval <a href="#">Report #2604PB04</a>		Decision
4	<b>Financial Services</b> Update to March Finance Report on Reserve Fund <a href="#">Report #2604FF02</a>	CAO	Decision

**Next Scheduled LPSB Open Meeting Date: May 21, 2026**

5	<b>Verbal Updates</b> <ul style="list-style-type: none"> <li>• Chair Gauss</li> <li>• Chief Governance Officer Johanssen</li> <li>• Chief Truong</li> </ul>	Chair CGO Chief	Information
6	<b>New Business</b>	Chair	Information
7	<b>ADJOURNMENT</b>	Chair	



PROPOSAL TO HOST THE

# Canadian Association of Police Governance Annual Conference

August 2027



Issued By:

The London Police Service Board and Tourism London





# TABLE OF CONTENTS

London Police Service Board Letter of Support	Page 1
City of London Mayor's Letter of Support	Page 2
Tourism London Letter of Support	Page 3 & 4
Tourism London Grant Incentive Letter	Page 5
What Clients are Saying	Page 6
Bid Summary	Page 7
Off-Site Venue Options	Page 8 & 9
Easy Come, Easy Go	Page 10 & 11
Dining in London / Cheers to London	Page 12
Culture, History & Arts Tour and Attractions	Page 13
Attractions and Activities	Page 14
Appendix	Page 15
1. Meeting Space and Accommodation Proposals	
a) Best Western Plus Lamplighter Inn & Conference Centre	Page 16 - 21
b) Four Points by Sheraton London Hotel	Page 22 - 37



March 30<sup>th</sup>, 2026

Stephen Reid, Chief Executive Officer  
Canadian Association of Police Governance

Dear Mr. Reid,

**Re: London Police Service Board Proposal to Host the 2027 CAPG Conference**

On behalf of the London Police Service Board (the “Board”), I am pleased to submit our proposal to host the 37th Annual Canadian Association of Police Governance (CAPG) conference in 2027. Our Board considers the annual CAPG conference as the leading forum for boards to connect, advance excellence in civilian oversight, share governance practices, and collaborate across the sector.

Our proposal to host the conference in London, Ontario, also known as the Forest City, reflects consideration of the CAPG’s objectives and logistical requirements, including appropriate meeting and event spaces, and accessibility for delegates.

This Board is also dedicated to continuous improvement. Over the past few years, we have worked with the London Police Service to significantly change how we deliver policing to our community. It would be a privilege to highlight some of the progress achieved in this city, including enhanced community engagement, a reformed governance model, a notable reduction in the Crime Severity Index, and our forward-thinking approach to aligning with leadership.

This is a time of significant legislative, social, and operational changes in policing and police oversight across the country. We welcome a collaborative planning approach that works closely with the CAPG and will work with you to create value for your membership in ways that are responsive to these changes. Not only can we meet your logistical and program requirements, but we can also help deliver a conference that supports the CAPG’s goals of professional development, information sharing, and national collaboration.

Thank you for considering our submission.

Regards,

A handwritten signature in blue ink, appearing to read "Ryan Gauss".

Ryan Gauss

*Chair, London Police Service Board*

**RYAN GAUSS CHAIR, NANCY BRANSCOMBE VICE-CHAIR**

**JEFFERY LANG, STEVE LEHMAN, JOSH MORGAN, SUSAN STEVENSON, MIKE WALLACE**



[www.lpsb.ca](http://www.lpsb.ca)



601 Dundas St, London ON



[lpsb@lpsb.ca](mailto:lpsb@lpsb.ca)



London  
CANADA

**JOSH MORGAN  
MAYOR**

March 19, 2026

Mr. Stephen Reid  
Chief Executive Officer  
Canadian Association of Police Governance (CAPG)

Dear Mr. Reid,

On behalf of London City Council, I am pleased to express my strong support for London's bid to host the Canadian Association of Police Governance (CAPG) Annual Conference in August 2027.

London is well-positioned to host this important national conference and has a proven track record of delivering high-quality professional events. Our city offers modern meeting facilities, a full range of accommodations, and a welcoming, accessible environment for delegates from across Canada.

Since 1990, CAPG's annual conference has played a vital role in advancing professional development in civilian oversight and governance of municipal policing. London would provide an ideal setting for this important gathering, bringing together leaders, board members, and stakeholders in a collaborative and engaging environment. Our community values strong governance, public service, and opportunities for meaningful dialogue—principles that align closely with the mission of CAPG.

Beyond the conference program, delegates will have the opportunity to experience London's vibrant downtown, diverse culinary scene, and welcoming community. We are committed to working alongside Tourism London and local partners to ensure a seamless and memorable experience for all attendees.

Thank you for considering London's bid to host the 2027 CAPG Annual Conference. We would be honoured to welcome your organization and delegates to our city.

Kind regards,

Josh Morgan  
Mayor, City of London

City of London  
Office of Mayor Josh Morgan  
300 Dufferin Avenue  
P.O. Box 5035  
London, ON N6A 4L9



March 25, 2025

Mr. Stephen Reid, CEO  
Canadian Association of Police Governance (CAPG)  
Toronto, Ontario

Dear Mr. Reid,

Thank you for the opportunity to present London's bid proposal to host the **Canadian Association of Police Governance (CAPG)**. Tourism London is your resource for responding to a city RFP and providing proposals that meet your needs.

#### **What's important to CAPG?**

- To meet in a hotel and/or convention centre that can accommodate the meeting needs of the **CAPG** conference. With flexibility, reasonable costs and it is easy to get to London. London has exceptional hotel room rates, and our venues are accessible.
- Complimentary Site Visit to meet our hotel/convention partners and discuss specific requirements and negotiate costs.
- Tourism London can assist with conference materials and complimentary London Transit bus passes if required.

**Tourism London will provide Grant Funding – A monetary grant of \$5,000** to support **CAPG** in the execution of its August 2027 taking place in London, Ontario. This grant is based on the actualization of approximately 400 total room nights. The expenditure of these monies is solely at the CAPG's discretion to use for expenses for transportation to off-sites venues, etc. We are happy to provide you with local London contacts and suppliers to assist.

We have addressed your comprehensive RFP guidelines. Please refer to the individual venue proposals for complete details.

**MEETING SPACE AND HOTEL ACCOMMODATION** – exceptional space and rates. Please see the attached "Space at a Glance" located in the Bid Summary for each hotel and convention centre rates.

**Best Western Plus Lamplighter Inn & Conference Centre** - offers a unique, resort-like experience with its lush indoor atrium and popular waterpark, making it a standout destination for both meetings and leisure travelers, conveniently located in the south end of the city with quick access to Highway 401.

**Four Points by Sheraton London** - provides modern comfort and reliable service with well-appointed accommodations and on-site amenities, ideally situated in the south end of the city just minutes from Highway 401 for easy access and connectivity.

**TRANSPORTATION OPTIONS –**

**London International Airport (YXU)** - Located in the heart of Canada and Southern Ontario, 11 kilometers, or a 20-minute drive to the downtown business entertainment area. YXU is serviced by Air Canada, WestJet plus seasonal charters. London International Airport offers 4 daily flights from Toronto, and non-stop flights from Calgary and Vancouver (June)

**VIA RAIL** - The London station is just a block and a half from our downtown entertainment business district.

**BY CAR** - Comfortable driving distance for southern Ontario delegates. Approximately a 2-hour drive from the Greater Toronto Area via highway 401 W and 403 W.

Thank you for considering London. Call me with questions and I'd be pleased to plan your site visit.

**Meet in London for the Canadian Association of Police Governance conference!**

Sincerely,

*Karen Dowhan*

Karen Dowhan, CMP  
Director of Conventions  
Tourism London



Stephan Reid, CEO

Canadian Association

of Police Governance

**Re: Tourism London Convention Grant of \$5,000.00**

On behalf of Tourism London, I am pleased to confirm a monetary grant of \$5,000.00 for the Canadian Association of Police Governance convention in August 2027. We want you to choose London because we know that we can offer CAPG a memorable experience for your delegates and a financially successful conference. The majority of associations who host their conference in London experience record-breaking attendance and revenues. Reasons include; ease of access with our international airport, regular VIA Rail service, and proximity to the mass economy of the GTA.

**Grant:**

Tourism London is confirming a grant of \$5,000.00 to support Canadian Association of Police Governance in the execution of your 2027 convention to assist in offsetting transportation costs and/or to go towards the cost of the off-site venues host social night.

**Meet In London in August 2027.**

Sincerely,

A handwritten signature in black ink that reads "Karen Dowhan".

Karen Dowhan, CMP  
Director of Conventions  
Tourism London



P.O. Box 5035  
300 Dufferin Avenue  
London, ON  
N6A 4L9

April 1, 2026

M. Schulthess  
City Clerk

I hereby certify that the Municipal Council, at its meeting held on March 31, 2026 resolved:

That the following actions be taken with respect to appointing members of the public to the City's Agencies, Boards, and Commissions (ABCs):

a) the Civic Administration BE DIRECTED to take the necessary actions to extend the terms of the current public member appointees to the City's Agencies, Boards, and Commissions (ABCs) to March 31, 2027, in order to provide continuity during the transition to the new Council following the 2026 municipal election; and

b) the Civic Administration BE DIRECTED to prepare and bring forward to a future meeting of Municipal Council any necessary amendments to applicable by-laws or policies required to implement the extension of these appointments, including any provisions related to the appointment process for Agencies, Boards, and Commissions;

it being noted that Provincial changes to Conservation Authority structure may alter both Council and public appointments to those bodies and that the Civic Administration may need to bring forward additional amendments to realign with provincial legislation and regulations;

it being further noted that the Strategic Priorities and Policy Committee received a communication dated March 20, 2026 from Mayor J. Morgan, Councillor/Deputy Mayor S. Lewis and Councillor/Budget Chair E. Pelosa with respect to this matter.

(5.1/5/SPPC)

M. Schulthess  
City Clerk  
/hw

cc: T. Pollitt, Deputy City Manager, Legal Services  
M. Butlin, Legal Counsel II  
S. Corman, Deputy City Clerk  
E. Skalski, Deputy City Clerk  
Board of Directors, Covent Garden Market c/o A. Shackleton, General  
Manager/CEO  
Board of Directors, Eldon House c/o T. Wittmann, Executive Director/Curator  
Board of Directors, London Police Services c/o M. Coleman, LPSB  
Board of Directors, London Public Library c/o M. Ciccone, CEO and Chief  
Librarian  
Board of Directors, Middlesex-London Health Unit c/o E. Williams, CEO



February 20, 2026

London City Council  
300 Dufferin Avenue  
London, Ontario  
NCB 1Z2  
City of London

Dear City Council,

**Re: London Police Service Measurable Outcomes and Progress Reports**

Enclosed are the following four reports received by the London Police Service Board (the “Board”) from the London Police Service (the “Service”) at yesterday’s meeting:

1. 2025 Performance Metrics Summary
2. LPS Equity, Diversity, and Inclusion Plan
3. Update on the Open-Air Substance Use Strategy
4. Update on the Nurse Police Response Team

These are provided for your information as part of our commitment to transparent dialogue and a collaborative approach to navigating the budget process. Each of these reports highlights the substantive progress made by the London Police Service in improving the safety and livability of this city while building community trust and connection.

This progress would not have been possible without the Council’s investment in public safety on behalf of London’s residents. Beyond the statistics, your decision to entrust us with the resourcing required to meet the public safety standard this community expects has resulted in safer neighbourhoods and lives saved.

Our membership now has the ability to proactively engage, conduct targeted enforcement, and enact community-based outreach strategies that prevent crime before it occurs. These results are reflected in the metrics outlined in the attached reports.

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London Police Service Board

**RYAN GAUSS** CHAIR, **NANCY BRANSCOMBE** VICE-CHAIR

**JEFFERY LANG, STEVE LEHMAN, JOSH MORGAN, SUSAN STEVENSON, MIKE WALLACE**



London Police Service  
**THAI TRUONG** CHIEF

Some key outcomes since 2023 that are highlighted below demonstrate a clear and sustained reduction in crime and a measurable increase in public trust in policing:

- 45% reduction in carjackings
- 18% reduction in break and enter
- 22% reduction in vehicle theft
- 50% reduction in fatal collisions
- 75% increase in traffic enforcement
- 70% decrease in service complaints against officers

Most notable are the significant declines in London's Crime Severity Index (CSI) ratings. Not only is London below the national average for a second consecutive year, but it is also the lowest rating for this city since Statistics Canada introduced the CSI in 2009.

We are aligned with your goals of improving safety outcomes while optimizing resources through prudent fiscal management. The Board and Service will continue to explore strategies that balance operational efficiency with service excellence and long-term financial sustainability.

Thank you for investing in the future of this city, and for your confidence and support as we work together to build a safer, more resilient London.

Kind Regards,



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Ryan Gauss, Chair  
*London Police Service Board*



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Thai Truong, Chief of Police  
*London Police Service*



P.O. Box 5035  
300 Dufferin Avenue  
London, ON  
N6A 4L9

April 1, 2026

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(5.1/5/SPPC)

M. Schulthess  
City Clerk  
/hw

cc: T. Pollitt, Deputy City Manager, Legal Services  
M. Butlin, Legal Counsel II  
S. Corman, Deputy City Clerk  
E. Skalski, Deputy City Clerk  
Board of Directors, Covent Garden Market c/o A. Shackleton, General  
Manager/CEO  
Board of Directors, Eldon House c/o T. Wittmann, Executive Director/Curator  
Board of Directors, London Police Services c/o M. Coleman, LPSB  
Board of Directors, London Public Library c/o M. Ciccone, CEO and Chief  
Librarian  
Board of Directors, Middlesex-London Health Unit c/o E. Williams, CEO

**From:** [Stephanie Johanssen](#)  
**To:** "MPReporting@ontario.ca"  
**Cc:** [Ryan Gauss](#); [Thai Truong](#); [Paul Bastien](#); [Treena MacSween](#); [Melanie Coleman](#); [Samantha Santos](#)  
**Subject:** SUBMISSION: Annual Report Form 7 - Missing Persons - London Police Service Board  
**Date:** Tuesday, March 31, 2026 3:37:00 PM  
**Attachments:** [image001.png](#)  
[O 4.2 Missing-Persons-Annual-Report-2603UD02 \(4\).pdf](#)  
[MP Annual Report - Form7.pdf](#)  
[MP-Annual-Report-2025.pdf](#)

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Good afternoon,

Attached is the London Police Service's Form 7 Annual Report to the London Police Service Board on Missing Persons, per Section of the *Missing Persons Act, 2018*, along with the cover report to the Board and the presentation from the LPS that was provided during the Open Session of the March 19<sup>th</sup> Board meeting.

- The LPS lead contact on the matter is Deputy Chief Treena MacSween, [TMacSween@londonpolice.ca](mailto:TMacSween@londonpolice.ca) (also cc'd on this email).
- This information has been publicly posted on the Board's website under Oversight – Accountability and Reporting – Mandatory Annual Reporting.  
Link: <https://londonpoliceserviceboard.com/accountability-and-reporting/>

Please let me know if you have any questions or require anything further from the Board.

Kind regards,

Stephanie Johanssen



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# LONDON POLICE SERVICE BOARD

## MINUTES FROM THE OPEN MEETING

Thursday, March 19, 2026

HYBRID: Police Headquarters-Executive Boardroom / Teams

<b>ATTENDANCE</b>	
LONDON POLICE SERVICE BOARD	LONDON POLICE SERVICE
Ryan Gauss, Chair	Chief Thai Truong
Nancy Branscombe, Vice Chair (Regrets)	Deputy Chief Treena MacSween ( Regrets)
Jeff Lang, Member	Deputy Chief Paul Bastien
Steve Lehman, Member (Regrets)	Deputy Chief Scott Guilford
Josh Morgan, Member (Regrets)	Roger Ramkissoon, Chief Administrative Officer
Susan Stevenson, Member	Ali Chahbar, General Counsel
Mike Wallace, Member	Samantha Santos, Executive Assistant
Stephanie Johanssen, Chief Governance Officer	
Melanie Coleman, Executive Assistant	
GUESTS	
Ron LeClair, Zone 6 Advisor (Virtual)	Constable Umar Syed, London Police Service
Acting Inspector Amy Birtch, London Police Service	Constable Cassandra Lee, London Police Service

**PART 1**

**1. Procedural Matters**

Meeting Called to Order: 8:28 AM

**2. Move into Closed Session**

**Moved By:** S. Stevenson

**Seconded By:** M. Wallace

“**THAT** The London Police Service Board moves from Open to Closed Session pursuant to Section 44(2) of the *Community Safety and Policing Act, 2019*.”

CARRIED

**PART 2**

**1. Procedural Matters**

Return To Open Meeting: 1:22 PM

Disclosures of Interest: None

Introduction of New Business: None

**Moved By:** J. Lang

**Seconded By:** M. Wallace

“**THAT** The London Police Service Board accepts and approves the minutes of the February 19, 2026 Board Meeting as presented.”

CARRIED

## 2. London Police Service Board Governance

### 2.1 Board Advisory Committee Assignments Report #2603PB01

**Moved By:** M. Wallace

**Seconded By:** S. Stevenson

“**THAT** The London Police Service Board defer Report #2603PB01 to The April 2026 Board Meeting.”

CARRIED

### 2.2 Proposal for London to Host 2027 CAPG Conference Report #2603PB02

**Moved By:** M. Wallace

**Seconded By:** S. Stevenson

“**THAT** The London Police Service Board (the “Board”) authorize its Chair and Chief Governance Office to submit a proposal on behalf of the Board in response to the Canadian Association of Police Governance (CAPG) Request for Proposals to host the 2027 CAPG Annual conference.”

CARRIED

## 3. Financial Services

### Year-End Position and Reserve Fund Balance Report #2603FF01

**Moved By:** S. Stevenson

**Seconded By:** J. Lang

“**THAT** the London Police Service Board approve the contribution of \$5,679,384.29 to the Police Service Reserve Fund (RF10100); and,

**THAT** the London Police Service Board approve a one-time draw of \$463,155.59 from the Police Service Reserve Fund (RF10100) to cover unforeseen capital expenses under PP429125 (Police Equipment) and PP429525 (Police Technology Equipment), as approved under the Chief’s delegated authority; and,

**THAT** the London Police Service Board approve restoring the Chief’s contingency to \$500,000, recognizing that a purchase was made in 2025; and,

**THAT** the London Police Service Board request the London Police Service amend Report #2603FF01 to appropriately reflect the opening balance at January 1, 2026, showing that it falls within the target range, and the amended report be presented back to the Board.”

CARRIED

## 4. Uniform Division

### 4.1 Hate and Bias Motivated Crime Presentation and Report #603UD01

Presented by Acting Inspector Amy Birtch and Constable Umar Syed

### 4.2 Missing Persons Annual Presentation and Report #2603UD02

Presented by Acting Inspector Amy Birtch and Constable Cassandra Lee

**Moved By:** S. Stevenson

**Seconded By:** J. Lang

“**THAT** The London Police Service Board receive for information the Hate and Bias Motivated Crime Presentation and Report #2603UD01, and The Missing Persons Annual Presentation and Report #2603UD02.”

CARRIED

## 5. Executive Administration: Professional Standards Branch

### 5.1 Sec 81 RE SIU Report #2603EA01

Received for Information. No motion required.

### 5.2 Sec 81 RE SIU Report #2603EA02

Received for Information. No motion required.

## 6. Verbal Updates

Chief Truong, Chief Governance Officer Johanssen and Chair Gauss provided updates to the Board and the public.

## 7. New Business

No New Business.

## 8 Adjournment

**Moved By:** S. Stevenson

**Seconded By:** M. Wallace

“**THAT** The London Police Service Board Adjourn the Open Session of the March 19, 2026, meeting.

CARRIED

Adjournment: 2:32 PM

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Ryan Gauss, Chair  
London Police Service Board

---

Date



# LONDON POLICE SERVICE BOARD PUBLIC REPORT

## Board Advisory Committee and Liaison Assignments and ARAP Update

### OPEN SESSION REGULAR BOARD MEETING

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April 16<sup>th</sup>, 2026

### FROM

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Stephanie Johanssen, LPSB Chief Governance Officer – through the Governance Advisory Committee

### REASON FOR REPORT

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- Update / Information Purposes Only       Seeking Decision

### RECOMMENDATION(S)

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#### THAT the London Police Service Board (the “Board”)

- 1) Confirm its standing Advisory Committee assignments as follows:
  - a. Finance Advisory Committee
    - Member Susan Stevenson (Committee Chair)
    - Chair Ryan Gauss
    - Member Mike Wallace
  - b. Governance Advisory Committee
    - Chair Ryan Gauss (Committee Chair)
    - Vice-Chair Nancy Branscombe
    - Member Jeff Lang
  - c. Human Resources and Compensation Advisory Committee
    - Vice-Chair Nancy Branscombe (Committee Chair)
    - Chair Ryan Gauss
    - Member Steve Lehman
- 2) Confirm Member Susan Stevenson as its representative to Police Governance Ontario (formerly Ontario Association of Police Service Boards).
- 3) Confirm Member Susan Stevenson as its representative and liaison with the City of London in the implementation of the Community Safety and Wellbeing Act.
- 4) Receive the information on the Anti-Racism Advisory Panel, acknowledge the conclusion of its work, and note the updated processes for receiving governance-level community input.

### PURPOSE

---

This report seeks the Board's confirmation of its standing advisory committee assignments and Board liaison roles, following two new appointments to the Board. This report also provides an update on the Board's Anti-Racism Advisory Panel's conclusion as the Board and Service shift to align their respective approaches to community engagement with their distinct roles under the *Community Safety and Policing Act, 2019 (CSPA)*.

## FINANCIAL IMPLICATIONS

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There are no direct financial implications associated with the recommendations in this report.

## BACKGROUND AND DISCUSSION

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### *Board Advisory Committees*

The Board is enhancing its governance framework. Committees are critical to support the Board's functions by providing ongoing oversight of specific matters and making recommendations to the Board on key areas. With the recent appointments to the Board, the Board is now at its full complement and Committee assignments and liaison roles should be reevaluated.

Currently, the Board has established the following standing advisory committees:

- **Human Resources & Compensation Advisory Committee:** This committee reviews processes related to executive compensation, performance evaluations, collective bargaining, and workforce planning.

*Current composition: Chair Ryan Gauss, Vice-Chair Branscombe.*

- **Finance Advisory Committee:** This committee reviews processes related to financial planning, budgeting, long-term financial sustainability, oversight of procurement and contract management frameworks, and review of the operating and capital budgets prior to the Board's consideration.

*Current composition: Member Stevenson, Vice-Chair Branscombe, Member Lehman.*

- **Governance Advisory Committee:** This committee reviews processes related to the board's structures, policies, governance practices, risk oversight, and legislative compliance.

*Current composition: Chair Gauss, Vice-Chair Branscombe.*

These committees are not currently by-law committees established under s. 42(1) of the *Community Safety and Policing Act, 2019*.

S. 42(1) provides that a police service board may establish committees by by-law and may delegate certain powers and duties of the Board to those committees. The committees referenced in this report function as advisory committees of the Board and do not exercise delegated authority or formally advance the business of the Board. The purpose of these committees is to review matters within their mandates and provide recommendations to the Board.

As a matter of practice, the London Police Service Board's advisory committees generally consist of up to three members. The Board is asked to confirm the updated committee assignments for the three advisory committees outlined in this report.

### ***Liaison Role: Police Governance Ontario*** (formerly Ontario Association of Police Governance)

A Board liaison to the PGO enhances governance by supporting alignment with provincial priorities and best practices. Member Stevenson currently serves in this role and sits on the PGO's Advocacy Committee.

### ***Liaison Role: Community Safety and Well-Being Plan***

The Community Safety and Well-Being Plan is a municipally led, multi-sector, legislated plan defined under s. 2 of the CSPA and described in s. 251. It identifies priority risks and needs affecting community safety and well-being, brings together police, health, education, social services, and community partners, and sets out coordinated strategies for prevention, risk intervention, and system response.

The Board holds four distinct obligations under the CSPA in relation to the CSWB Plan: being informed by the Plan, aligning its strategic priorities with the Plan's findings, reporting on policing in relation to the Plan, and participating in its development through the advisory committee. Implementation of the CSWB Plan rests with the Municipality.

Member Stevenson formerly served on the Municipality's Advisory Committee as the Board's liaison. It is recommended that the Board designate Member Stevenson as an ongoing liaison to work with the Chief Governance Officer to support ongoing coordination with the municipality on the implementation and monitoring of the CSWB Plan, recognizing the Board's oversight responsibilities and the continued relevance of the Plan beyond the initial advisory committee process.

### ***Anti-Racism Advisory Panel (ARAP/the "Panel")***

ARAP was established by the Board in 2020 to provide structured input at a time of urgent, clear need to enhance dialogue on anti-racism.

As part of its implementation, the mandate and continuation of ARAP were always reviewed to ensure they remained aligned with the respective responsibilities of the Board and the Service. Since then, the legislative and governance environment for policing in Ontario has evolved. The *Community Safety and Policing Act, 2019*, which took effect on April 1, 2024, clarified the responsibilities of the Board and the Service regarding governance, engagement, and service delivery.

As part of implementing the updated legislative framework, the Board undertook a review of its approaches for community input and adopted a Governance-level Diversity Plan that established expectations for the Service to build a membership that reflects the community it serves. The Service has developed and implemented a comprehensive Equity, Diversity, and Inclusion Strategy with defined goals, measures, and accountability mechanisms across key areas, including organizational culture, recruitment and promotion, training, and community partnerships. While the Board continues to actively seek input on policing priorities through various mechanisms, the Service is expanding and formalizing its direct, targeted community engagement efforts, including a Community Advisory Council of the Chief.

Members of ARAP were sent correspondence advising of the conclusion of the Panel, along with information on the following avenues to continue sharing their valuable input to help shape policing priorities:

- 1) **Input into the Board Overarching Policing Priorities:** The letter and the attached PDF included registration links for two upcoming Board-led Community forums on April 14th and 16th. These sessions provide an opportunity to share the community perspective on policing priorities for the upcoming Strategic Plan, with options for a quick drop-in or a more in-depth discussion. A fillable community feedback PDF was also included, and the link to the survey will be distributed

once it becomes available. Members were also encouraged to continue to communicate directly with the Chief Governance Officer to provide feedback and input on the Board's ongoing work, through an anti-racism, equity, and inclusion lens.

- 2) **Chief Truong's Community Advisory Council:** The letter included information on how to apply to participate in the Chief's Community Advisory Council. This will serve as a direct forum for sharing perspectives and informing the Chief and Service on policing issues and the delivery of public safety. The Chief extended the application deadline for ARAP members.



# LONDON POLICE SERVICE BOARD PUBLIC REPORT

## Council Resolution Request to Maintain Size of Board

### OPEN SESSION REGULAR BOARD MEETING

---

April 16<sup>th</sup>, 2026

### FROM

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Stephanie Johanssen, LPSB Chief Governance Officer – through the Governance Advisory Committee

### REASON FOR REPORT

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- Update / Information Purposes Only       **Seeking Decision**

### RECOMMENDATION(S)

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**THAT the London Police Service Board (the “Board”)** authorize the Chair to sign correspondence on behalf of the Board, recommending London City Council confirm that the size of the Board be maintained at seven (7) members, consistent with the composition permitted under the *Community Safety and Policing Act, 2019* (CSPA) and Council’s prior direction under the former legislation to increase the size of the Board from five (5) to 7 members.

### PURPOSE

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This report seeks authorization to send correspondence to the London City Council, recommending that it reconfirm the composition of the Board at seven (7) members in accordance with the legislative requirements of the newly implemented CSPA to do so.

### FINANCIAL IMPLICATIONS

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There are no direct financial implications associated with the recommendations in this report.

### BACKGROUND AND LEGISLATIVE CONTEXT

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In 2017, the Municipal Council approved a resolution increasing the size of the London Police Service Board from 5 to 7 members (APPENDIX A) under the former *Police Services Act* (PSA). This resolution was based on correspondence received by the Board at the time, requesting an increase to support community safety demands arising from population growth and regional service provision (APPENDIX B).

The CSPA has since replaced the former PSA as the legislation governing police service boards in Ontario. The CSPA provides for police service boards composed of either 5, 7, or 9 members, with municipalities responsible for determining composition through their appointment authority. **As part of the transition to the new legislation, municipal confirmation of board composition is required.** In the absence of such confirmation from the Council, the Board composition defaults to the standard 5-member structure on the day a new municipal council is organized following the first regular municipal election after s. 31 of the CSPA came into force.

## DISCUSSION

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The rationale for a 7-member board to govern the London Police Service, as outlined in Appendix B, remains relevant. Maintaining a Board of this size in London is necessary to effectively carry out the workload and expanded responsibilities under the current legislation. It also allows for a broader range of perspectives and expertise to inform decision-making and oversight.

The recommendation does not propose a change in Board size but rather ensures the continuity of the Council's previously established decision to increase the Board's size from 5 to 7.

### **Relevant CSPA Legislation excerpts under s. 31**

#### **Number of board members**

*(2) The municipal board shall be composed of five members unless the municipality passes a resolution to change the number of members under subsection (3).*

#### **Resolution to determine board size**

*(3) The municipality may determine, by resolution, that its municipal board shall be composed of five, seven or nine members.*

#### **Transition, existing boards**

*(13) Despite subsection (2), a municipal board may continue to have the number of members that it had under the Police Services Act until the earlier of,*

*(a) the day the municipality passes a resolution under subsection (3); or*

*(b) the day that a new municipal council is organized following the first regular municipal election after the day this subsection comes into force.*

#### **Same**

*(14) If the municipality does not pass a resolution under subsection (3) before the day referred to in clause (13) (b), subsection (2) will begin applying to the municipal board on that day and,*

*(a) if the application of subsection (2) has the effect of reducing the number of members of the municipal board, the procedure in subsection (8) shall be followed; and*

*(b) if the application of subsection (2) has the effect of increasing the number of members of the municipal board, the procedure in subsection (9) shall be followed.*



OFFICE  
OF MAYOR  
MATT BROWN



Monday, January 16, 2017

The Hon. Elizabeth Dowdeswell, Lieutenant Governor of Ontario  
Office of the Lieutenant Governor of Ontario  
Queen's Park  
Toronto, Ontario M7A 1A1

**RE: Increasing London Police Service Board to Seven Members**

At the December 19, 2016 meeting of City Council, it was resolved that:

the Civic Administration BE DIRECTED to submit a letter to the Lieutenant Governor as application to increase the size of the London Police Services Board from five to seven members in accordance with section 27(9) of the Police Services Act R.S.O. 1990, c.P. 15 and include the December 5, 2016 letter from the London Police Services Board as an attachment to that communication;

In accordance with the *Police Services Act R.S.O. 1990*, the City of London requests consideration for an increase in the size of the London Police Services Board from five members to seven members.

London's Police Service Board serves the largest population of any five member board in Ontario. In addition to our 388,000 residents, the City of London is a regional hub in Southwestern Ontario, welcoming over 50,000 visitors daily from the region. An increased capacity on our Police Service Board is required to keep up with the increasing community safety demands which come with population growth and regional service provision.

Further, the City of London has been taking an active role in expanding inclusionary policy and ensuring representative leadership. Expanding the size of the Police Services Board would allow for a wider range of opinions

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THE CITY OF LONDON

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LONDON.CA



**London**  
CANADA

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OFFICE  
OF MAYOR  
MATT BROWN

and experiences to be reflected in LPSB decision making and ensure that one of the city's most significant governing bodies continues to represent our diverse community.

We thank you for your consideration in this matter.

Sincerely,

Mayor Matt Brown

CC: Hon. Marie-France Lalonde, Minister of Community Safety and Correctional Services

Appendix A: Submission from London Police Service Board

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# APPENDIX B LONDON POLICE SERVICES BOARD

BOARD MEMBERS  
J. EBERHARD, CHAIR  
M. DEEB, VICE CHAIR  
MAYOR M. BROWN  
COUNCILLOR S. TURNER  
P. PAOLATTO

December 5, 2016

Mr. Art Zuidema, City Manager  
The Corporation of the City of London  
300 Dufferin Avenue  
London, Ontario N6B 1Z2

Dear Mr. Zuidema:

Re: Expansion of London Police Services Board to Seven Members

I'm writing on behalf of the London Police Services Board to provide input on the matter of expanding our Board from five to seven members. The Board opened our most recent discussion of this matter in April of 2016. We understand that City Council passed a motion for a review of the same question in May of 2016 and will be reviewing the corresponding staff report at the December 13th meeting of the Corporate Services Committee. Please consider this letter input to the committee meeting. Subject to availability, Vice Chair Deeb or I would be pleased to attend to answer further questions.

Based on research with other large Ontario police service boards, and an assessment of our own workload, our Board supports the motion from City Council for a seven-member Board. Our reasoning is as follows. Seven members would provide more input from community members, bring a greater diversity to board membership (in terms of demographics, opinions, and skills), and help our Board to deal more effectively with an increasing workload related to LPS matters and the associations to which we belong. Seven members would also make the Board less vulnerable to a sudden loss of collective skill-sets, education, and institutional memory that tend to occur in election years. All of these factors support the value of a seven-member board as beneficial to the Board's ability to provide governance for the London Police Service.

The London Police Services Board provides oversight and ongoing strategic direction for one of our City's most important public services. The Board must also ensure that adequate resources are available and appropriately allocated to this work. When the time comes to choose new Board members, we would encourage City Council and the

601 Dundas Street, P.O. Box 3415, London, Ontario, N6A 4K9

Tel: 519-661-5646 Fax: 519-661-1053

Email: [lpsb@police.london.ca](mailto:lpsb@police.london.ca)

Province to appoint members with a strong history of community involvement, board governance experience, and business acumen. Given the lead time that may be required for a provincial appointee to be identified, the Board would appreciate being consulted by Council regarding the timing of the new appointments.

Best regards,

A handwritten signature in blue ink, appearing to read 'JE', followed by a horizontal line and a period.

Jeannette Eberhard, Chair  
London Police Services Board

Cc: Chief John Pare, London Police Service



# LONDON POLICE SERVICE BOARD PUBLIC REPORT

## Cover Report: Request for Sponsorship for ABLE Gala under Special Funds

### OPEN SESSION REGULAR BOARD MEETING

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April 16<sup>th</sup>, 2026

### FROM

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Stephanie Johanssen, LPSB Chief Governance Officer

### REASON FOR REPORT

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- Update / Information Purposes Only       **Seeking Decision**

### RECOMMENDATION(S)

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- 1) **THAT** the London Police Service Board (the “Board”) approve the London Police Service’s request for a Board contribution of \$21,000 to sponsor the Association of Black Law Enforcers (A.B.L.E.) Gala taking place on October 24, 2026, at RBC Place, London; and
- 2) **THAT** the Board approve the use of the designated Special Funds under s. 258 of the *Community Safety and Policing Act, 2019* (CSPA) in the amount of \$21,000 to fulfill this request, in accordance with Board Policy *106-LPSB Special Funds Account* and on the basis that the expenditure is in the public interest.

### PURPOSE

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This report seeks the Board’s approval for the allocation of Special Funds to support the Association of Black Law Enforcers (A.B.L.E.) Gala, as requested in the attached London Police Service Report #2604EA01 *A.B.L.E. Gala Request for Support and Funding* (APPENDIX A), in accordance with s. 258 of the CSPA\* and the Board Policy *106-LPSB-Special Funds Account* (APPENDIX B).

### FINANCIAL IMPLICATIONS

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The Board’s Special Funds are calculated administratively based on funds received pursuant to s. 258 of the CSPA\*, in the previous calendar year. For the current reporting period, the amount available is \$21,000. The requested allocation would utilize these funds in accordance with the Board’s Special Funds policy, and would be broken down as follows:

Total Financial Commitment: <i>Item</i>	<i>Amount</i>
Seating (80 seats)	\$14,000
Two Youth Scholarships	\$7,000
<b>Total</b>	<b>\$21,000</b>

## LEGISLATIVE CONTEXT

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**\*s. 258 (1)(2) of the CSPA:** S. 258 of the CSPA applies to personal property other than firearms or money that comes into the possession of a police service. Where such property is not otherwise required to be retained, returned, or legally disposed of, the Chief may cause the property to be sold. **The Board may use the proceeds for any purpose it considers to be in the public interest, including charitable donations.**

## BACKGROUND

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A.B.L.E. is a not-for-profit organization that aims to address the needs and concerns of Black and other racial minorities in law enforcement and the community. The attached report from the London Police Service (the “Service”) outlines a request for Board sponsorship of the 34th A.B.L.E. Gala, to be held in London on October 24th, 2026, in the amount of \$21,000.

The report notes that sponsorship benefits include, but are not limited to:

- 1) Eight (8) tables of ten (10) at the Gala, with one table exclusively reserved for Police Service Board representatives
- 2) Board logo recognition throughout the event
- 3) Sponsorship of two youth educational scholarships

The Service’s report provides context around this Gala as a longstanding provincial event that celebrates excellence, leadership, and community impact among Black law enforcement professionals.

## DISCUSSION

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At the January 15, 2026, Board meeting, the Board approved a \$30,000 funding envelope within the 2026 Board Governance budget to fund awards, recognition programs, and conference and event sponsorships. These funds, however, are generally allocated to standing awards, conferences, and events intended to support governance engagement, leadership presence, and sector participation.

In addition, the Board has funding available under s. 258 of the CSPA to allocate towards a purpose it considers in the public interest or charitable donations. Sponsorship of the A.B.L.E. Gala would more appropriately fall under this category as a special one-time contribution, rather than a standing item.

The amount currently available to the Board for 2026 in the Special Funds Account is \$21,000.

The Service’s request for sponsorship outlines the rationale for support on the basis of public interest. It highlights positive community impact through engagement and relationship-building, supporting youth, recruiting and attracting talent, advancing community safety, showcasing the City of London, and highlighting the Service’s commitment to equity, diversity, and inclusion.

This report seeks the Board’s approval to use its current allotment of Special Funds to sponsor the conference in the amount of \$21,000 to support the London Police Service as the host organization.



# LONDON POLICE SERVICE

## REPORT TO THE LONDON POLICE SERVICE BOARD

**BOARD MEETING DATE:** April 16, 2026  
**BOARD REPORT #:** 2604EA01  
**MEETING:** Open  
**CSPA SECTION:** N/A

**TO:** Chair and Members of the London Police Service Board  
**FROM:** Treena MacSween, Deputy Chief  
**SUBJECT:** **Association of Black Law Enforcers Gala – Request for Support and Funding**  
**PURPOSE:** Seeking Decision

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### RECOMMENDATION:

THAT the London Police Service Board approve the contribution of \$21,000 to sponsor the Association of Black Law Enforcers (A.B.L.E.) Gala taking place on October 24, 2026, at RBC Place London.

Sponsorship benefits shall include, but are not limited to:

- Eight (8) tables of ten (10) at the Gala, with one table exclusively reserved for Police Service Board representatives
- Board logo recognition throughout the event
- Sponsorship of two youth educational scholarships

### FINANCIAL IMPLICATIONS:

The early-bird rate for the 2026 A.B.L.E. Gala is \$175 per seat. With the purchase of 80 seats, the total seating expense amounts to \$14,000. Additionally, approval is sought for the provision of two Youth Scholarships, each valued at \$3,500.

Total Financial Commitment:

<i>Item</i>	<i>Amount</i>
Seating (80 seats)	\$14,000
Two Youth Scholarships	\$7,000
<b>Total</b>	<b>\$21,000</b>

### SUMMARY:

On October 24, 2026, the London Police Service (LPS) will be co-hosting the 34th Annual Association of Black Law Enforcers (A.B.L.E.) Gala. This event presents a significant opportunity for the London Police Service Board (the Board), the Service, and the City of London. As a longstanding provincial event that celebrates excellence, leadership, and community impact among Black law enforcement professionals, the Gala attracts approximately 1,000 attendees annually from across Ontario and beyond.

## **Association of Black Law Enforcers Gala – Request for Support and Funding**

The 2026 A.B.L.E. Gala, themed *Courage, Commitment, and Community*, reflects the guiding values of both A.B.L.E. and contemporary policing by emphasizing the courage needed to advance equity, dedication to inclusive leadership and opportunity, and the importance of forming strong community partnerships for public safety. As the first time the event is hosted by a municipal service outside the Greater Toronto Area, holding the Gala at RBC Place London underscores the LPS's leadership in equity, inclusion, and engagement, establishing a new benchmark for expanding the Gala's impact throughout Ontario.

### ***Background***

A.B.L.E. is a not-for-profit organization dedicated to advancing Black professionals in law enforcement and related sectors. A.B.L.E. promotes equity, professional excellence, and community engagement by partnering with police services and public organizations to enhance representation and trust in policing.

The A.B.L.E. Scholarship Program was established in recognition of the historical contributions of Rose Fortune (1774–1943) and Peter C. Butler (1859–1943), acknowledged as Canada's first Black police officers. The scholarship program is designed to remove barriers and create meaningful educational opportunities for Black students pursuing post-secondary studies. Through this initiative, A.B.L.E. advances its commitment to a justice sector that mirrors the diversity of the communities it serves. Scholarship funding supports students enrolled in programs such as law enforcement, Police Foundations, Community and Justice Services (Correctional Worker Program), criminology or criminal justice, law, and social work.

### ***Rationale for Support***

Support for the 2026 A.B.L.E. Gala advances the Board's strategic priorities by strengthening community relationships, supporting youth development, enhancing recruitment efforts, and promoting public trust. As a high-profile provincial event, the Gala provides a meaningful platform to demonstrate leadership in equity, diversity, and inclusion while delivering tangible benefits to the community and the City of London.

### **Community Engagement and Relationship Building**

The purchase of eight (8) tables will ensure strong representation from the London Police Service, the Board, and key community partners, including members of the Chief's Advisory Councils.

### **Supporting Youth Through Scholarship**

Providing two (2) \$3,500 Youth Scholarships demonstrates a tangible investment in youth leadership and educational opportunity. This support aligns with the Service's EDI Action Plan and reinforces efforts to build trust and inclusion through meaningful engagement with young people.

### **Recruitment and Talent Attraction**

The Gala offers a high-visibility opportunity to promote the London Police Service as an employer of choice and attract diverse talent. Participation also highlights ongoing professional excellence, as reflected in previous A.B.L.E. recognitions of London Police Service members.

## **Association of Black Law Enforcers Gala – Request for Support and Funding**

### **Advancing Community Safety**

By bringing together police services, community organizations, youth, and partners, the Gala strengthens collaboration, trust, and shared problem-solving—all essential elements of community safety and public confidence in policing.

### **Showcasing the City of London**

Hosting the Gala positions London as a destination for significant provincial events, supporting Tourism London and providing economic benefits to local businesses while enhancing the city's profile across Ontario.

### **CONCLUSION:**

The 2026 A.B.L.E. Gala offers a meaningful opportunity for the Board, the Service, and the City of London to strengthen community partnerships, support youth leadership, and highlight the London Police Service's commitment to equity, diversity, and inclusion. These outcomes align directly with the Board's Diversity Plan and the LPS EDI Action Plan, which emphasize a representative workforce, an inclusive culture, and sustained community engagement. Supporting the Gala demonstrates our shared commitment to these priorities through a visible, community-centered platform.

The London Police Service respectfully submits that the proposed financial commitment is reasonable and consistent with the Board's strategic priorities, particularly in community engagement, EDI leadership, and recruitment, reinforcing our collective responsibility for public safety and a more connected London.

**PREPARED BY:** Treena MacSween, Deputy Chief - Community Trust &  
Frontline Operations

# LONDON POLICE SERVICES BOARD POLICY

**LPSB Policy: 106**

**Title:** LPSB Special Funds Account

**Approved:** February 17, 2022

**1. Policy: Receipt of Funds**

It is the policy of the London Police Services Board with respect to the LPSB Special Funds Account that:

The LPSB Special Funds Account shall be maintained to receive any funds other than Sundry Revenue deposited to the Board's annual budget, and recorded as a Board asset.

**2. Policy: Distribution of Funds**

It is the policy of the London Police Services Board with respect to distribution of funds from the LPSB Special Funds Account, that:

The Board use the funds deposited into the LPSB Special Funds Account for any purpose that the Board considers in the public interest.

**Reference(s):**

**Replaces former Board Policy #LPSB: 106 (2004) – Receipt/Distribution of Board Funds Policy with respect to the LPSB Special Funds Account.**

**Administration**

**I RECEIPT OF FUNDS**

Funds shall be deposited into the LPSB Special Funds Account by the Board Administrator, at the direction of the Board.

**II MAINTENANCE OF FUNDS**

The Board Administrator shall maintain the LPSB Special Funds Account file, and ensure signatories are changed accordingly.

**III DISTRIBUTION OF FUNDS**

The Board has the prerogative to grant funds from the LPSB Special Funds Account when it is for any purpose that the Board considers to be in the public

# LONDON POLICE SERVICES BOARD POLICY

interest.

When invoices/expenses are paid, they are reviewed by Financial Services for accuracy, appropriate authorization and compliance with Board Policy LPSB-103 Procurement and Disposal of Surplus Property.

## **No Precedent**

The granting of funds by the Board for any particular request shall not set a precedent binding the Board to any future, or permanent, obligation.



# LONDON POLICE SERVICE BOARD PUBLIC REPORT

## Seeking Policy Approval: AI Technology Use & Body Worn Cameras

### OPEN SESSION REGULAR BOARD MEETING

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April 16<sup>th</sup>, 2026

### FROM

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Stephanie Johanssen, LPSB Chief Governance Officer – through the Governance Advisory Committee

### REASON FOR REPORT

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- Update / Information Purposes Only       Seeking Decision

### RECOMMENDATION(S)

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#### THAT the London Police Service Board (the “Board”)

- 1) Approve the Board Organizational Policy *LPS-4-RT-002-Artificial Intelligence Technology Use*.
- 2) Approve the Board Organizational Policy *LPS-4-RT-003-Body Worn Cameras*.
- 3) Direct the Chief to implement these Policies and establish or update any related procedures, directives, reporting structures, and training consistent with Board expectations, within a six-month timeframe.
- 4) Receive on an annual basis, commencing in 2027, an *AI Technology Compliance and Risk Report* for the previous calendar year, in accordance with the approved *AI Technology Use* and *Body Worn Camera* policies.
- 5) Receive a presentation from the London Police Service (the “Service”) at the May 2026 Open Board meeting, on Artificial Intelligence technologies including Body Worn Cameras, to support immediate Board awareness and oversight, and that this presentation includes information on the Service’s current use of AI technologies, risk assessment approach, and safeguards in place to ensure policy compliance, and lawful, ethical, and accountable use.

### PURPOSE AND LEGISLATIVE CONTEXT

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This report seeks the Board’s approval for two new Organizational Policies on the *Use of Artificial Intelligence (AI) Technology* and *Body Worn Cameras (BWCs)*.

Organizational policies are formal oversight directives developed and approved by the Board per. s 38 of the *Community Safety and Policing Act, 2019 (CSPA)* that govern the provision of adequate and effective policing services. These policies are binding on the Service. They establish:

- a) Required outcomes and standards for the Service to ensure adequate and effective policing.
- b) Governance expectations related to risk, accountability, and the public interest in the Service’s delivery of policing to the community.
- c) Parameters within which policing administration and services are delivered.

## FINANCIAL IMPLICATIONS

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There are no direct financial implications associated with the approval of these policies, although internal resources will be required to meet the oversight expectations. Financial impacts related to specific technologies will be brought forward to the Board as required through the existing procurement and delegation-of-authority processes.

## BACKGROUND

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Advanced AI policing technologies are increasingly being incorporated into policing modernization, influencing evidence management and service delivery. These tools present opportunities to enhance effectiveness and efficiency but also introduce risks related to bias and discrimination, data governance, privacy, transparency, and public trust.

The proposed policies establish governance-level directives for the acquisition, deployment, and oversight of these AI technologies, including the use of BWCs and Digital Evidence Management Systems (DEMS). They ensure that the use of AI technologies aligns with legislative obligations, protects privacy and public trust, incorporates ethical and transparent practices, and enables the Board to exercise effective oversight of emerging technology. The *Artificial Intelligence Technology Use Policy* serves as the umbrella policy for all AI technologies, while the *Body-Worn Camera Policy* provides specific expectations for this high-impact technology.

At present, there is no provincial framework governing the use of AI in policing, necessitating that police service boards establish clear governance expectations.

Under the CSPA, the Board is responsible for establishing policies to effectively manage the police service and ensure adequate and effective policing. These policies respond to that obligation by setting expectations for the governance of emerging technologies at the Board level.

## DISCUSSION

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### ***Governance and AI***

The *Artificial Intelligence Use Technology Policy* establishes the Board's expectations for assessing, approving, and monitoring AI technologies. The proposed AI Policy draws on the risk-based approaches taken by the York, Peel, and Toronto Police Service Boards in governing AI technology.

This requires heightened scrutiny, safeguards, and Board approval for AI technologies that may significantly affect individual rights or public trust. This policy reinforces that AI must remain subject to meaningful human oversight, and that its use must be justified, proportionate, and consistent with legal and ethical standards. It clearly distinguishes between the Board's governance role and the Chief's responsibility for developing operational procedures.

BWCs are one component of the broader AI environment and require distinct oversight of technology-related risks and impacts. The *Body Worn Camera Policy* operates within the AI Governance framework while recognizing the unique considerations of recording technology, which require enhanced expectations for privacy protections, training, supervision, and ongoing compliance monitoring.

Technology decisions have direct implications for how individuals experience policing and how communities perceive legitimacy and fairness. As such, these policies require that the technologies be assessed for operational impact, and for their potential impacts on rights, equity, and public trust in policing.

The proposed policies require a risk-based assessment and, where applicable, Board approval prior to the acquisition or deployment of higher-impact technologies.

The Policies apply not only to new and emerging technologies, but also to AI technologies currently in use by the Service. The Chief is required to review and classify existing technologies in accordance with the Policy's risk framework and report the results to the Board. This ensures that previously implemented technologies are subject to the same level of governance, oversight, and accountability as new technologies.

The two policies have been reviewed by the Service to ensure there are no unintended implications that could negatively affect operations.

### ***Engagement and Consultations***

The development of the BWC program and related procedures involved a comprehensive process by the Service that included industry benchmarking, engagement with other police services, review of best practice, privacy considerations, consultation with community stakeholders, and broader public communication efforts.

This work helped identify key concerns related to privacy, sensitive environments, and vulnerable populations, and informed not only the Chief's Standard Operating Procedures but also the approach reflected in the Board's Body Worn Camera policy. The proposed Board Policy now establishes the governance framework and oversight expectations that complement and formalize this work, ensuring alignment with legislative obligations and Board accountability.

The proposed BWC policy and the Service's procedures were informed by the Information and Privacy Commissioner of Ontario's [\*Model Governance Framework for Police Body-Worn Camera Programs\*](#), which is recognized as a resource for best practices on transparency, privacy, accountability, auditing, and annual reporting requirements. This framework includes requirements for audits and reporting to the Board.

The two policies under consideration reinforce the Privacy Commissioner's expectation that the Service must continue to engage where technologies have a meaningful impact on the public.

### ***AI Technology Governance Reporting***

A key directive in the *AI Technology Use Policy* is the introduction of an annual *AI Technology Compliance and Risk Report* to the Board.

This report is intended to serve as the Board's mechanism for ongoing oversight of technology use across the Service. It will provide a consolidated view of AI technologies and other significant tools, including BWCs, and will address their use, risk classification, governance controls, and any emerging issues.

The report reflected in these policies is to include all AI technologies, including BWCs, in a single streamlined *AI Technology Compliance and Risk Report*. This recognizes that AI is embedded across multiple systems and that technologies such as BWCs and digital evidence management systems intersect with data, analytics, and automation. This also avoids duplicative reporting.

Given the nature of the information captured within the *AI Technology Compliance and Risk Report*, including system capabilities, vendor relationships, and identified risks, portions of the report may engage operational, legal, or security sensitivities.

Consistent with the provisions of the CSPA respecting Closed matters, reporting is expected to align with legislative expectations while balancing transparency with operational integrity.

This may include a public-facing summary included in the Board's Annual Report to support public awareness, alongside a more detailed report provided to the Board during Closed sessions to avoid compromising investigative techniques, system vulnerabilities, or lawful operational practices.

It is recommended that the *AI Technology Compliance and Risk Report* be included as part of the Board's regular annual reporting cycle beginning in 2027, reflecting the Service's use of AI technology in 2026. In the interim, to support immediate Board awareness and oversight, it is recommended that the Service provide an Open Session presentation to the Board on its current use of AI technologies, including BWCs, and on the methodologies used to assess and manage associated risks and public accountability. This is a means of ensuring that the Board and public are informed of current practices while the reporting structure is operationalized.



## LPS-4-RT-002

### Artificial Intelligence Technology Use

<b>Policy Section 2: RT</b>	Risk Management, Technology, Privacy, and Data Governance
<b>Effective Date</b>	Upon Approval
<b>Date Approved</b>	TBD
<b>Approved By</b>	London Police Service Board
<b>Board Governance Policy Linkages</b>	
<b>Legislation</b>	<ul style="list-style-type: none"><li>• <i>Community Safety and Policing Act, 2019 (CSPA)</i></li><li>• <i>Municipal Freedom of Information and Protection of Privacy Act (MFIPPA)</i></li></ul>

#### 1. Purpose

1. This Policy serves as the London Police Service Board’s (the “Board”) overarching Organizational Policy for Artificial Intelligence (AI) technologies. Certain technologies may warrant dedicated Board policies when their use is widespread, highly visible, or involves heightened considerations related to privacy, human rights, or public trust. In such cases, those policies operate in alignment with, and as a complement to, this Policy.
2. The purpose of this Policy is to establish the Board’s expectations for the acquisition, assessment, deployment, and use of AI technologies by the London Police Service (the “Service”).
3. This Policy is intended to:
  - a) Ensure that any AI technologies used by the Service are lawful, ethical, fair, transparent, and accountable.
  - b) Protect the rights, freedoms, and privacy of individuals and communities.
  - c) Provide clear oversight expectations for the Board and clear direction to the Chief.
  - d) Distinguish the Board’s policy development and oversight role from the Chief’s responsibility to develop and implement operational procedures and practices.
  - e) Require that AI technologies be assessed in a manner proportionate to their potential impact on rights, freedoms, safety, equity, and public trust before they are acquired, materially changed, or used.

#### 2. Definitions

For the purpose of this Policy:

1. **AI Technology:** any system, software, application or device used in any division of the Service that uses automated or algorithmic techniques, including machine learning, neural networks, natural



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## Board Organizational Policies for the London Police Service

### POLICIES FOR THE PROVISION OF ADEQUATE AND EFFECTIVE POLICING

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language processing, predictive technology or other statistical models, that analyzes data or generates outputs that are used to support, inform, or replace human decision-making about individuals, groups, or places.

2. **New AI technology:** any of: (1) AI technology never used before by the Service, (2) goods and services, including but not limited to software and electronic devices, already or previously employed by the Service which are enhanced through the application of AI in a manner that transforms the goods or services into an AI technology; (3) AI technology already or previously employed by the Service which is being considered for deployment for a novel purpose or in novel circumstances that may substantially change the data collected or used, including the content of the data, its granularity, and the purpose of data collection and use; (4) AI technology already or previously employed by the Service which is being enhanced through the use of new data that is substantially different from the data previously used, including the type of data, its granularity, or the manner in which it is obtained; and, (5) the linking of data from existing sources of information to create a new dataset for use by an AI technology.
3. **AI Use:** deployment, operation, or reliance on outputs from AI Technology in any operational, investigative, administrative, or analytical function.
4. **Annual Technology Compliance and Risk Report:** the annual report provided by the Chief to the Board respecting AI technologies and other technologies with significant public impact, including their use, classification, governance controls, monitoring, audit findings, issues, and related trends.
5. **Bias:** systematically flawed output that is affected directly or indirectly by flaws in the design of the AI technology, training data, or the autonomous learning processes of the AI technology, to either misidentify certain types of subjects (individuals, objects, locations, etc.), or ascribe them with characteristics that disadvantage them based on illegitimate grounds (e.g., *Code-protected grounds*).
6. **Biometrics:** data on the measurements of physical and behavioural features of individuals (e.g., facial features, voice, gait) that could be used to identify the individual.
7. **Data:** any information collected and stored, whether locally or by a third party, which is used by the AI technology for training, validation, testing, or generating output.
8. **Explainability:** AI technology is explainable when human users can comprehend the results created by the machine, why they were arrived at, and how changes to the input would have changed the outputs.
9. **Human in the Loop:** a qualified human decision maker reviews and has genuine authority to accept, question, or reject AI outputs before any consequential decision is made.
10. **Risk Level:** the classification of an AI Technology according to its potential impact on rights, freedoms, safety, equity, and public trust, as follows:



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## Board Organizational Policies for the London Police Service

### POLICIES FOR THE PROVISION OF ADEQUATE AND EFFECTIVE POLICING

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- a) *Extreme Risk*: AI uses that present an unacceptable risk to rights or public trust, including severe and unmitigable bias, unjustified mass surveillance, or fully autonomous decision making in high-stakes contexts. These uses are prohibited.
  - b) *High Risk*: AI uses that may significantly affect individual rights or freedoms, or that rely on sensitive personal data, biometric identification, or complex models whose errors may cause serious harm. These uses require Board approval and strict safeguards.
  - c) *Moderate Risk*: AI uses that may affect individuals or groups but in a more limited or mitigated manner, or where the final decision remains subject to meaningful human review, yet errors or bias could still cause harm. These uses require Board approval and ongoing monitoring.
  - d) *Low Risk*: AI uses that have limited impact on individuals or communities and are primarily administrative or supportive in nature, with minimal risk to rights and low potential for harm. These uses do not require Board approval but require notification to the Board.
  - e) *Minimal Risk*: AI uses that have a negligible impact on individuals and are strictly internal or technical in nature. These may be managed through internal IT governance processes, but must still be inventoried where they qualify as AI Technology under this Policy.
11. **Training data**: data provided to the AI technology for the purpose of enabling it to learn patterns and independently develop decision-making algorithms.
  12. **Transactional data**: data which is entered into a system which uses AI and that is used to generate output but is not leveraged for training.
  13. **Vendor**: any external organization that develops, supplies, hosts, or maintains AI Technology for the Service.

Additional technical terms may be defined in Service procedures developed by the Chief, provided they are consistent with this Policy.

### 3. Legislative Authority and Context

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The Board is responsible for the provision of adequate and effective policing in the City of London under s. 37(1)(a) of the *Community Safety and Policing Act, 2019*. This Policy is established in the context of the following legislative frameworks and oversight guidance:

1. ***Community Safety and Policing Act, 2019 (CSPA)***: Authorizes the London Police Service Board to set policies for the effective management of the London Police Service.
2. ***Municipal Freedom of Information and Protection of Privacy Act (MFIPPA)***: Governs access, use, retention and disposal of recordings as personal information.
3. ***Ontario Human Rights Code***: Prohibits discrimination in service delivery.
4. ***The Canadian Charter of Rights and Freedoms***: Protects privacy and due process rights.



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## Board Organizational Policies for the London Police Service

### POLICIES FOR THE PROVISION OF ADEQUATE AND EFFECTIVE POLICING

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5. **Information and Privacy Commissioner of Ontario:** Provides guidance and recommendations to support compliance with provincial access and privacy legislation.

#### 4. Scope

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1. The Chief of Police (the “Chief”) is responsible for the administration of the Service and shall comply with this Policy when authorizing or using AI technologies.
2. This Policy applies to any AI technologies that are:
  - a) Developed, acquired, licensed, or used by the Service, directly or through a third party or vendor.
  - b) Used to collect, process, analyze or generate information relating to members of the public, members of the Service, or communities, or to support, inform, or automate decisions that may affect individuals or groups.
3. This Policy applies to:
  - a) New AI technologies.
  - b) New uses of existing technologies that introduce AI capabilities or change the risk profile.
  - c) Use of existing technology that must be retrospectively classified to assess risk.
  - d) Significant upgrades or vendor updates that add AI features to existing platforms.
4. This Policy applies across the lifecycle of AI technologies, including procurement, assessment, deployment, use, monitoring, reassessment, and decommissioning.
5. This Policy does not apply to routine IT systems that do not involve algorithmic or automated decision making about individuals, such as basic word processing, email, or network infrastructure, unless those systems incorporate AI capabilities as described above.
6. Body Worn Camera (BWC) technology and related Digital Evidence Management Systems (DEMS) are governed under the Board’s *Body Worn Camera Policy LPS-4-RT-003*. To the extent that AI capabilities are incorporated into BWC systems or DEMS platforms, those features are also subject to this Policy’s risk assessment and approval requirements.

#### 5. Roles and Responsibilities

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1. The Board is responsible for:
  - a) Approving this Policy and any amendments.
  - b) Considering and deciding on proposals for High and Moderate Risk AI Technologies.
  - c) Receiving and reviewing the annual *AI Technologies Compliance and Risk Report* on AI Use, risks, and impacts.



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## Board Organizational Policies for the London Police Service

### POLICIES FOR THE PROVISION OF ADEQUATE AND EFFECTIVE POLICING

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- d) Requesting reassessment of the Risk Level of any AI technology where the Board has reasonable grounds to believe the assigned Risk Level does not reflect the technology's actual impact or risk profile.
2. The Chief of Police is responsible for:
  - a) Implementing this Policy.
  - b) Classifying AI technologies.
  - c) Developing and implementing procedures, directives, and training.
  - d) Ensuring that all AI use complies with legal, ethical, and policy requirements.
  - e) Reporting to the Board as required under this Policy.
3. Sworn and Civilian members of the Police Service are responsible for complying with the Chief's procedures related to AI use.

## 6. Guiding Principles

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All uses of AI technologies, whether approved by the Board or otherwise, must adhere to the following guiding principles:

1. **Legality and Human Rights:** AI Technologies shall be used only in a manner that complies with the applicable laws, including the *Canadian Charter of Rights and Freedoms*, human rights legislation, privacy laws, and policing legislation.
2. **Fairness:** Use of AI technology must not result in the increase or perpetuation of bias in policing and should diminish such biases that exist. The Service shall take active, ongoing steps to identify, assess, and mitigate bias and discriminatory impacts arising from the use of AI.
3. **Justifiability:** The use of AI technology must be shown to further the purpose of law enforcement in a manner that outweighs identified risks.
4. **Organizational Accountability:** All use of AI technology must be auditable, transparent, and governed by a clear governance framework.
5. **Transparency:** The Service shall be as transparent as reasonably possible about the AI Technologies it uses, their purposes, and their impacts, subject to lawful limits related to operational security, ongoing investigations, or legal privilege. Where AI is used in a way that materially affects an individual or a case, such use should be appropriately and lawfully disclosed.
6. **Privacy:** Use of AI technology must, to the greatest degree practicable, preserve the privacy of the individuals whose information it collects in line with 'privacy by design' principles.
7. **Meaningful Engagement:** The adoption of specific AI technologies shall be preceded by meaningful public engagement commensurate with the risks posed by the technology under consideration.



## 7. Policy Directives

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### ***7.1 Internal Procedures and Directives***

1. The Chief shall establish and maintain clear Standard Operating Procedures and internal directives around the use of AI technologies within the London Police Service, that at a minimum address:
  - a) The designation and use of approved AI technologies.
  - b) The prohibition or controlled use of non-designated tools.
  - c) The ethical and lawful application of AI.
  - d) The protection of personal information.
  - e) Ongoing risk assessment and monitoring.
  - f) Training for members.
  - g) Mechanisms for reporting material issues.
  - h) Human in the Loop requirements.
  - i) Requirements for reassessment when a Material Change occurs.

### ***7.2 Identification and Risk Classification.***

1. The Chief shall ensure that every AI technology is assessed and classified in accordance with the Risk Levels defined in section 2.10 of this Policy, using a structured risk assessment methodology that considers:
  - a) The nature and sensitivity of the data involved.
  - b) The rights, freedoms, and interests that may be affected.
  - c) The likelihood and severity of potential harms, including bias and discriminatory impacts.
  - d) The degree of human oversight and interpretability.
  - e) The operational context in which the AI will be used.
2. The Chief shall ensure that any existing AI technologies are re-assessed and re-classified in accordance with the Risk Levels defined in section 2.10 of this Policy using the above-listed methodology at any time that a vendor update to the AI technology introduces new AI capabilities.
3. Where the Board has reasonable grounds to believe that a classification does not accurately reflect the risk profile of an AI Technology, the Board may direct the Chief to reassess the Risk classification and report the results to the Board.
4. The Chief shall ensure that, for any new AI technology, any assessment and classification required under this section occur before the Service enters into a procurement commitment, executes a contract, materially expands use, or deploys the AI technology.



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Board Organizational Policies for the London Police Service  
**POLICIES FOR THE PROVISION OF ADEQUATE AND EFFECTIVE POLICING**

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### **7.3 Prohibited AI Uses**

1. The Service shall not develop, acquire, deploy, or use any AI Technologies that are classified as Extreme Risk as defined in section 2.10 of this Policy.
2. If any existing technology in use by the Service is found to meet the criteria for Extreme Risk, the Chief shall immediately discontinue its use and report this to the Board with a remediation plan.

### **7.4 Pre-Deployment Assessment and Board Approval**

1. All AI technologies classified as High Risk or Moderate Risk shall not be deployed until approved by the Board.
2. When seeking approval of High or Moderate Risk AI Technologies, the Chief shall provide the Board with:
  - a) The risk classification and the rationale for the classification.
  - b) Vendor information.
  - c) The operational problem or need the AI is intended to address, and why AI is being considered.
  - d) A plain language description of how the AI works and will be used, including data sources, data flows, and key outputs.
  - e) Any limitations or prohibitions.
  - f) Legal and privacy considerations.
  - g) Confirmation of compliance, or identified compliance risks, with the *Ontario Human Rights Code*.
  - h) The legal authority relied upon for any collection, use, or disclosure of personal information.
  - i) An assessment of potential bias or discriminatory impacts and proposed mitigation measures.
  - j) An assessment of impacts on disclosure obligations and Court scrutiny.
  - k) Any basic data governance items.
  - l) A summary of any consultations undertaken with regulators, Crown counsel, the community stakeholders, or experts.
  - m) Estimated costs and resource implications.
  - n) Proposed performance indicators to evaluate whether the AI meets its intended goals and to detect adverse impacts.
3. AI Technologies classified as Minimal or Low Risk do not require prior Board approval.



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Board Organizational Policies for the London Police Service  
**POLICIES FOR THE PROVISION OF ADEQUATE AND EFFECTIVE POLICING**

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### **7.5 Vendors and Third-Party Solutions**

1. The Chief shall ensure that contracts and agreements with vendors that provide AI technologies support compliance with this Policy and all other applicable policies of the Service, including but not limited to privacy, information security, procurement, and records retention.
2. Any vendor update or new capability that introduces AI functionality shall be reviewed and classified by the Chief before use.

### **7.6 Human Oversight**

1. For all High Risk AI Technologies, the Chief shall ensure that a Human in the Loop assessment is conducted, such that no consequential decision affecting an individual is made solely based on AI output without meaningful human review and authorization.

### **7.7 Existing AI Technologies**

1. The Chief shall review AI technologies currently in use, classify each according to the Risk Levels in this Policy, and report the results to the Board in the *Annual Technology Compliance and Risk Report*, including the identification of any technologies that meet High or Moderate Risk thresholds.
2. Any existing AI Technologies determined to be Extreme Risk shall be immediately discontinued, and the Chief shall report to the Board on the steps taken and any associated impacts.
3. Any existing AI Technologies determined to be High or Moderate Risk may continue temporarily only in accordance with timelines and conditions set by the Board and is subject to the same approval, reporting, and monitoring requirements as new AI Technologies.

## **8. Public Disclosure, Reporting, and Accountability**

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### **8.1 Transparency and Public Engagement**

1. The Service shall maintain a public-facing inventory of AI technologies that are in use, subject to the exemptions outlined in 7.1.3 of this Policy:
  - a) Identify each AI Technology by name.
  - b) Describe its primary purpose and use in plain language.
2. For AI technologies and other AI uses that may have a significant public impact, including those that affect large segments of the community, influence policing decisions affecting individuals, involve sensitive personal information, or raise notable privacy, civil liberties, or human rights considerations, the Chief shall develop a proportionate public engagement plan, which may include public information sessions, online consultations, or dialogue with relevant community groups and experts.



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Board Organizational Policies for the London Police Service  
**POLICIES FOR THE PROVISION OF ADEQUATE AND EFFECTIVE POLICING**

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3. Disclosures in the public inventory may be limited at the Chief's discretion where release of information would compromise officer safety, investigative integrity, operational effectiveness, or where disclosure is restricted by law or investigative sensitivity.

### **8.2 Monitoring Moderate and High Risk AI Technologies**

1. For each High or Moderate Risk AI Technologies approved by the Board, the Chief shall:
  - a) Establish procedures and training requirements and cadence for members who will use or rely on AI.
  - b) Monitor the AI's performance and impacts using the performance indicators approved by the Board.
  - c) Report to the Board within 18 months of approval, on:
    - i. How the AI has been used in practice.
    - ii. Its performance against expected outcomes.
    - iii. Any privacy, legal, ethical, or operational issues encountered.
    - iv. Any significant concerns raised by members of the Service, members of the public, or community stakeholders.
    - v. Any recommended changes, additional safeguards, or discontinuation.
2. The Chief shall ensure that AI Technologies classified as High Risk are formally reviewed at least every two years thereafter, and Moderate Risk AI Technologies at least every five years thereafter, to confirm that they remain necessary, effective, and appropriately classified.

### **8.3 Annual AI Technology Governance Report**

1. The Chief shall provide the Board with an annual *AI Technology Compliance and Risk Report* addressing the Service's use of AI technologies and other significant technology with public impact, including Body Worn Cameras and related digital evidence management systems.
2. The purpose of the annual *AI Technology Compliance and Risk Report* is to support Board oversight of technology governance, legal compliance, public accountability, risk management, and continuous improvement.
3. The annual *AI Technology Compliance and Risk* report shall include:
  - a) An updated inventory of all AI Technologies in use and any changes in risk classification during the reporting period.
  - b) A summary of any new AI Technologies in use and any changes in risk classification during the reporting period.
  - c) Findings from any audits conducted during the reporting period, including key trends and risks.



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Board Organizational Policies for the London Police Service  
**POLICIES FOR THE PROVISION OF ADEQUATE AND EFFECTIVE POLICING**

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- d) Notable updates on legal, compliance, or ethical matters.
  - e) Any updates to vendor relationships or contracts with material AI or technology implications.
  - f) BWC program reporting as required under the Board's *Body Worn Camera Policy LPS-4-RT-003*.
4. Given the nature of the information captured within the *AI Technology Compliance and Risk Report*, including system capabilities, vendor relationships, and identified risks, portions of the report may engage operational, legal, or security sensitivities.
  5. Consistent with the provisions of the CSPA respecting Closed matters, reporting shall align with legislative expectations while balancing transparency with operational integrity.

#### ***8.4 Community Concerns and Statutory Complaint Processes***

1. Recognizing the heightened public interest and potential impact associated with the use of AI Technologies, the Board shall provide a mechanism by which members of the public can submit concerns explicitly related to such technologies.
2. In exercising its oversight role, the Board may consider community concerns or feedback related to the use of AI Technologies as part of its review of reports provided by the Chief under this Policy.
3. Nothing in this Policy alters the statutory complaint and oversight processes established under applicable legislation. Concerns or allegations relating to police conduct, service delivery, or compliance with legislative requirements shall be addressed through the appropriate statutory complaint or oversight mechanisms.



## LPS-4-RT-003

### Body Worn Camera Policy

<b>Policy Section 2: RT</b>	Risk Management, Technology, Privacy, and Data Governance
<b>Effective Date</b>	Upon Approval
<b>Date Approved</b>	TBD
<b>Approved By</b>	London Police Service Board
<b>Board Governance Policy Linkages</b>	
<b>Legislation</b>	<ul style="list-style-type: none"><li>• <i>Community Safety and Policing Act, 2019 (CSPA)</i></li><li>• <i>Municipal Freedom of Information and Protection of Privacy Act (MFIPPA)</i></li></ul>

#### 1. Purpose

1. The purpose of this Organizational Policy is to establish the London Police Service Board’s (the “Board”) expectations for the use and deployment of, and internal Standard Operating Procedures and directives around Body-Worn Cameras (BWC) and Digital Evidence Management Systems (DEMS) by the London Police Service (the “Service”).
2. This Policy operates within, and is intended to be read in conjunction with Board Policy *LPS-4RT-002-Artificial Intelligence Technology Use*, which establishes the overarching framework for technology governance.
3. The Board affirms that Body-Worn Cameras, when governed by clear principles, lawful practices, and robust oversight, can enhance accountability in policing, evidence integrity, and public trust.
4. The Board authorizes the use of BWCs by members of the Service in accordance with this Policy, recognizing that BWCs and the related DEMS are tools that may support transparency, accountability, bias-free policing, evidence collection, and public confidence in policing when governed and used appropriately.
5. The Policy establishes governance-level expectations for the Chief of Police (the “Chief”) in implementing and overseeing the BWC program, and any related systems used to store, manage, access, and retain recordings.
6. This includes expectations that the BWC Program:
  - a) Respects privacy, human rights, and constitutional protections.
  - b) Enhances public trust and confidence in policing through increased transparency and accountability.
  - c) Supports effective evidence collection and the fair and timely resolution of complaints.



# Board Organizational Policies for the London Police Service

## POLICIES FOR THE PROVISION OF ADEQUATE AND EFFECTIVE POLICING

- d) Provides for secure, lawful, and responsible data management.
7. The Board acknowledges that the use of BWCs engages privacy, human rights, and constitutional considerations and therefore requires clear expectations, safeguards, and oversight. This Policy provides a governance framework to support responsible, respectful use.
8. This is a Board Organizational Policy that sets expectations around the provision of policing and does not provide operational instructions or interfere with the Chief's operational decision-making authority. Detailed procedures, directives, and training requirements around the use of BWCs are the responsibility of the Chief.

## 2. Definitions

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For the purpose of this Policy:

1. **Body-Worn Camera ("BWC"):** a mobile, wearable video and audio recording device authorized for use by members of the police service during designated interactions with the public and other policing activities.
2. **Digital Evidence Management Systems ("DEMS"):** a secure, encrypted system used to store, manage, access, and dispose of digital recordings and associated metadata in accordance with the law.
3. **Member:** any sworn officer or civilian employee of the police service equipped with or authorized to use a BWC.
4. **Risk Level:** As defined in the Board's *Artificial Intelligence Technology Use Policy LPS-4-RT-002*.

## 3. Legislative Authority and Context

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The Board is responsible for the provision of adequate and effective policing in the City of London under the *Community Safety and Policing Act, 2019*. This Policy is established in the context of the following legislative frameworks and oversight guidance:

1. **Community Safety and Policing Act, 2019 (CSPA):** Authorizes the London Police Service Board to set policies for the effective management of the London Police Service.
2. **Municipal Freedom of Information and Protection of Privacy Act (MFIPPA):** Governs access, use, retention and disposal of recordings as personal information.
3. **Ontario Human Rights Code:** Prohibits discrimination in service delivery.
4. **The Canadian Charter of Rights and Freedoms:** Protects privacy and due process rights.

## 4. Scope

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1. The Chief is responsible for the administration of the Service and shall comply with this Policy when authorizing or using BWCs and Digital Evidence Management Systems.



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## Board Organizational Policies for the London Police Service

### POLICIES FOR THE PROVISION OF ADEQUATE AND EFFECTIVE POLICING

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2. Any of the Chief's directives and procedures, as they relate to:
  - a) All members of the police service who are authorized to wear or operate a BWC.
  - b) All recordings captured by BWCs in the course of policing duties.
  - c) All storage, access, use, disclosure, retention, and destruction of BWC recordings.
3. Body Worn Cameras are one component of the Service's broader technology environment and are also subject to the Board's overarching expectations around technology governance under Board Policy *LPS-4-RT-002-Artificial Intelligence Technology Use*.

## 5. Roles and Responsibilities

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1. The Board is responsible for:
  - a) Approving this Policy and any amendments.
  - b) Setting governance expectations and principles for the use of BWCs.
  - c) Receiving and reviewing reports related to the use, risks, impacts, and effectiveness of BWCs.
  - d) Receiving an annual *AI Technology Compliance and Risk Report* required under the Board's *Artificial Intelligence Technology Use Policy LPS-4-RT-002*, including content respecting BWCs and related systems.
2. The Chief of Police is responsible for:
  - a) Implementing this Policy.
  - b) Developing and maintaining internal procedures, directives, and training governing BWC use.
  - c) Ensuring sworn members and civilian police professionals comply with internal procedures as they relate to the use of BWCs.
  - d) Ensuring compliance with legal, ethical, and policy requirements in the use of BWC.
  - e) Providing reports to the Board as required under this Policy.

## 3. Guiding Principles

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The use and deployment of BWCs, and related systems supporting the BWC program, shall adhere to the following guiding principles:

1. **Legality and Human Rights:** BWCs and related systems shall be used only in a manner that complies with the applicable laws, including the *Canadian Charter of Rights and Freedoms*, human rights legislation, privacy laws, and policing legislation.
2. **Fairness:** Use must not result in the increase or perpetuation of bias in policing and should diminish such biases that exist.



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## Board Organizational Policies for the London Police Service

### POLICIES FOR THE PROVISION OF ADEQUATE AND EFFECTIVE POLICING

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3. **Justifiability:** The use of BWCs must be shown to further the purpose of law enforcement in a manner that outweighs identified risks.
4. **Organizational Accountability:** Use must be auditable, transparent, and governed by clear policies and procedures.
5. **Transparency:** The Service shall be as transparent as reasonably possible about the use of BWCs, their purpose, and their impact, subject to lawful limits related to operational security, ongoing investigations, or legal privilege. Where BWCs are used in a way that materially affects an individual or a case, such use should be appropriately and lawfully disclosed.
6. **Privacy:** Use must, to the greatest degree practicable, preserve the privacy of the individuals whose information it collects in line with 'privacy by design' principles.
7. **Meaningful Engagement:** The adoption or material expansion of BWC must be preceded by meaningful public engagement commensurate with the risks posed by the technology contemplated.

## 6. Policy Directives

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### 6.1 Internal Procedures and Directives

1. The Chief shall develop and maintain clear Standard Operating Procedures and internal directives around the use of BWC within the London Police Service, which at a minimum address:
  - a) Authorization to wear and operate BWCs.
  - b) Circumstances in which BWCs are to be activated and exceptions to required activation.
  - c) Circumstances in which BWCs can and cannot be deactivated.
  - d) Circumstances where recording may be restricted, interrupted, or delayed, with related documentation requirements.
  - e) Requirements for advising individuals that a BWC is recording at the earliest reasonable opportunity, subject to safety considerations.
  - f) Prohibition on the use of BWCs for general or continuous surveillance of the public.
  - g) Supervisory review mechanisms to support compliance.
  - h) Relevant training requirements.
  - i) Documentation and record-keeping.
  - j) Secure handling, retention, and disposal of recordings.
  - k) Consideration of targeted engagement with key stakeholder groups, as identified by the Service and informed by peer police services, for the purpose of supporting informed, transparent and community-responsive procedures.



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Board Organizational Policies for the London Police Service  
**POLICIES FOR THE PROVISION OF ADEQUATE AND EFFECTIVE POLICING**

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- l) The use of relevant legal references, guidance, and resources, including those issued by the Ministry of the Attorney General, police legal advisory committees, and recognized governance frameworks for BWC programs in Ontario.
  - m) Requirements for reporting material privacy, legal, operational, or reputational issues arising from the BWC program.
  - n) Annual audit processes to assess compliance with BWC policies, privacy impact assessments, legal requirements, use of force reporting, and Service procedures.
2. The Chief shall ensure alignment with the Information and Privacy Commissioner
  3. The Chief shall ensure that procedures governing the use of BWCs are reviewed and updated as necessary to reflect changes in law, oversight guidance, technology, operational experience, audit findings, or issues raised through complaints or ongoing stakeholder engagement.

### ***6.2 Authorization and Deployment***

1. The deployment of BWCs shall be consistent with this Policy and limited to members who are authorized and trained under approved Service procedures.

### ***6.3 Activation and Use***

1. The Chief shall ensure that internal Standard Operating Procedures and directives:
  - a) Require members to activate BWCs in accordance with defined policing interactions.
  - b) Require documentation and supervisory review where recording does not occur as expected.
  - c) Prohibit the use of BWCs for general surveillance.

### ***6.4 Privacy and Data Governance***

1. BWC recordings and any related systems used to store, manage, access, and retain such recordings shall be governed in a manner that is secure, lawful, and consistent with privacy, human rights, and the Board's objectives for public accountability and transparency.
2. The Chief shall ensure that:
  - a) BWC recordings and metadata are stored securely on Canadian servers or equivalent lawful infrastructure.
  - b) Retention schedules comply with applicable legislation.
  - c) A Privacy Impact Assessment is conducted if any significant changes are made to the BWC program.
  - d) Access is restricted to authorized roles and subject to audit logging.



## Board Organizational Policies for the London Police Service

### POLICIES FOR THE PROVISION OF ADEQUATE AND EFFECTIVE POLICING

#### **6.5 Restrictions on Secondary Uses**

1. BWC recordings shall not be used in conjunction with facial recognition, biometric databases, analytics, or profiling tools without appropriate legal and privacy review.
2. Recordings shall not be used for non-policing or commercial purposes.

#### **6.6 Training and Supervision**

1. Members shall receive training prior to BWC issuance and ongoing refresher training addressing legal obligations, privacy, and human rights considerations.

### **7. Public Disclosure, Reporting, and Accountability**

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#### **7.1 Transparency and Disclosure**

1. The Board and Service shall ensure that information regarding the BWC program, including its purpose, use, and applicable policies, is made publicly available.
2. The Service shall maintain processes to facilitate lawful access to BWC recordings by individuals, in accordance with applicable legislation.

#### **7.2 Monitoring, Auditing and Compliance**

3. The Service shall conduct an annual audit of body-worn camera use, recordings, and associated data to assess compliance with policy, legal requirements, and Service procedures.
4. The Service shall report to the Board on key trends, issues, and any material instances of non-compliance identified through the audit, as part of the annual *Technology Compliance and Risk Report* to the Board.

#### **7.3 Reporting and Board Oversight**

1. The Chief shall inform the Board promptly of incidents involving BWC footage that may affect public trust or require Board awareness.
2. The annual *AI Technology Compliance and Risk Report* to the Board, as required under the Board's Policy *LPS-4-RT-002-Artificial Intelligence Technology Use*, shall include information regarding BWC usage to inform the Board in its oversight role, such as:
  - a) Changes to BWC procedures.
  - b) Summary of audit findings in terms of key trends, issues, and any material instances of non-compliance.
  - c) Compliance statistics (activation rates, non-recorded incidents and reasons).
  - d) Use of footage for training.
  - e) Access and disclosure, including an overview of public requests, releases, and refusals.



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Board Organizational Policies for the London Police Service  
**POLICIES FOR THE PROVISION OF ADEQUATE AND EFFECTIVE POLICING**

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- f) Use of recordings in legal proceedings.
  - g) Complaints involving BWC use.
  - h) Trends in use of force and other metrics tied to BWC outcomes.
  - i) Ongoing budgetary and resource considerations and implications.
  - j) Any unintended impacts, legal issues, or technology risks.
5. Consistent with the provisions of the CSPA respecting Closed matters, reporting shall align with legislative expectations while balancing transparency with operational integrity.

DRAFT



# LONDON POLICE SERVICE

## REPORT TO THE LONDON POLICE SERVICE BOARD

BOARD MEETING DATE: April 16, 2026  
BOARD REPORT #: 2604FF02  
MEETING: Open  
CSPA SECTION: N/A

**This is an updated report provided to the Board to receive for information. There is no motion required as outlined under 'RECOMMENDATION' as this resolution was passed at the March 16th 2026 Board Meeting. The motion for April is to 'receive for information and confirm updates to the March Finance Report #2603FF01'.**

**TO:** Chair and Members of the London Police Service Board  
**FROM:** Roger Ramkissoon, Chief Administrative Officer  
**SUBJECT:** Update to March Finance Report 2025 Year-End Position and Reserve Fund Balances  
**PURPOSE:** Seeking Decision

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### RECOMMENDATIONS:

1. That the London Police Service Board approve the contribution of \$5,679,384.29 to the Police Service Reserve Fund (RF10100).
2. That the London Police Service Board approve a one-time draw of \$463,155.59 from the Police Service Reserve Fund (RF10100) to cover unforeseen capital expenses under PP429125 (Police Equipment) and PP429525 (Police Technology Equipment), as approved under the Chief's delegated authority.
3. That the London Police Service Board approve restoring the Chief's contingency to \$500,000, recognizing that a purchase was made in 2025.

### FINANCIAL IMPLICATIONS:

A surplus has been confirmed for 2025 and, subject to Board approval, will be allocated to the Police Service Reserve Fund (RF10100). Upon depositing this surplus, the Police Service Reserve Fund will have a balance of \$14,168,511 as of December 31, 2025. The target balance for the Police Service Reserve Fund is established between 4% and 6% of the London Police Service's net operating budget.

The Board was previously advised of two (2) capital items that required funding through a year-end drawdown under the Chief's delegated authority to address operational needs. The total expenditures for these projects, net of applicable tax rebates, amounted to \$134,243.92 under PP429125 (Police Equipment) and \$328,911.67 under PP429525 (Police Technology Equipment), respectively and relate to:

1. Leica RTC360 3D Scanner
2. Biometric Monitoring System / HQDU In-Cell Cameras

### SUMMARY:

The 2025 year-end operating results reflect a favorable variance of \$5,679,384, representing approximately 3% of the net operating budget. It is recommended that this surplus be credited to the Police Service Reserve Fund (RF10100).

The Board approved the commitment of \$500,000 from the Police Service Reserve Fund (RF10100) to address unplanned and unforeseen capital or operating costs. This contingency funding is available to the Chief of Police, or their designate, to support operational requirements.

During 2025, two unbudgeted capital equipment purchases totaling \$463,156 were required to address operational needs and were approved under the Chief's delegated authority. The expenditures were incurred under PP429125 and PP429525. Accordingly, a one-time drawdown from the Police Service Reserve Fund is requested to offset these costs and restore the Chief's contingency balance.

This report summarizes the 2025 operating and capital budget variances, provides an overview of reserve fund balances, and confirms the recommended transfers to and from reserves for the fiscal year.

## **DISCUSSION:**

### **Operating Budget**

Each year, the London Police Service Board is provided with a summary of year-end operating results and reserve fund balances. Variances between actual and budgeted costs are common and are monitored throughout the year to ensure they are identified, understood, and managed appropriately. A summary of the significant operating budget variances as of December 31, 2025, are outlined below.

### **Personnel Costs**

As previously noted in prior monitoring reports, savings in personnel costs are primarily attributed to delays in filling vacant positions, attrition, variations in leaves of absence, and Assessment Growth positions being budgeted at full cost but realized at lower actuals.

The personnel cost variances as of December 31, 2025, are summarized as follows:

Salary, Benefits, Pension	\$10,934,114
Paid Time*	(\$5,319,510)
WSIB Admin	(\$296,002)
<b>Sub-Total</b>	<b>\$5,318,602</b>

\*Overtime, Statutory Holiday Overtime and Court Time

### **Key Points:**

- The 2025 Multi-Year Budget (MYB) provided funding for 37 additional sworn officers and 21 civilian members, with 33 positions approved through Business Cases and 25 approved through Assessment Growth. Positions funded through Assessment Growth are budgeted at full position costs in accordance with City standards, totalling approximately \$4.7 million. Actual expenditures were lower than budgeted, resulting in a favourable variance.
- WSIB costs continue to increase, reflecting ongoing pressures associated with workplace injuries or illness and related administration.
- Paid time accounts, including overtime, court time, and statutory holiday overtime, exceeded budget by \$5,319,510, representing approximately 2.8% of the net operating

budget. Overtime usage was primarily driven by the need to maintain minimum staffing levels in accordance with the police working agreement, to support essential operational and administrative functions, and to meet legislated and mandatory training requirements. These factors are critical to sustaining effective policing operations and ensuring community safety.

### Line Items and Revenue

In addition to personnel costs, several other operating line items and revenue sources contributed to the overall financial performance of the London Police Service. These items were monitored throughout the year to identify emerging pressures or favourable variances and to ensure appropriate financial oversight.

The significant variances in operating line items and revenue as of December 31, 2025, are outlined below.

#### **Line Items**

Maintenance (Technology)	\$737,173
Insurance Premiums	\$335,458
Professional Fees	\$313,258
Self-Insurance Reserve	\$166,809
Utilities	\$162,304
Transfer Police Services	(\$5,679,384)
Transfer to Capital	(\$706,407)
Transfer to Reserve	(\$488,376)
Legal	(\$381,837)
Uniforms	(\$333,059)
MVA Repairs**	(\$320,851)
Operating Supplies	(\$315,525)
Other Police Equipment	(\$283,827)
Other Purchased Services	(\$235,431)
Other Administrative Expenses	(\$109,191)
Budget Variances (Net)	(\$100,619)
<b>Sub-Total</b>	<b>(\$7,239,506)</b>

#### **Revenue**

Province Grants	\$1,163,864
Other Contributions	\$913,821
Insurance Claim Revenue**	\$324,233
Secondments - Provincial	\$277,159
Sundry Revenue	\$180,187
Secondments - Other	\$171,265
Federal Grants	\$82,776
Budget Variances (Net)	\$57,600
Transfer from Police Service Reserve	(\$850,000)
Transfer from ASO Reserve	(\$400,000)
<b>Sub-Total</b>	<b>\$1,920,904</b>

\*\*Expense offset by revenue

## Key Points:

- **Insurance Premiums:** Stop-loss insurance continues to provide financial protection against high-cost health claims, with some claims exceeding the threshold each year. The transition to a higher stop-loss level resulted in cost savings, along with additional savings across other insurance programs, including automobile, property, liability, errors and omissions, umbrella, and drone coverage, when compared to actual expenditures.
- **Professional Fees:** Costs were lower primarily due to the ebb and flow of transfers and a reduced demand for high-risk psychological screening, leading and hearing testing.
- **Self-Insurance Reserve:** Amounts budgeted were provided by Risk Management, City of London. For 2025, City Administration approved a reduction in the total Self-Insurance Reserve Fund (SIRF) allocation for the group, resulting in a proportional decrease in the LPS contribution.
- **Transfer Police Services:** Subject to Board approval, a transfer of \$5,679,384 was included as part of the year-end operating surplus to the Police Service Reserve (RF10100).
- **Transfer to Capital:** A transfer of \$706,407 was made from Operating to Capital to support the Digital Evidence Management Project (DEAP), as approved through the Public Safety and Infrastructure Modernization Business Case. In accordance with City guidelines, transfers from operating to capital are permitted only where expenditures were initially budgeted as operating but are capital in nature, ensuring proper classification of costs. As a result, a positive variance was realized in the Maintenance (Technology) operating account, where the funds were originally budgeted but ultimately required for capital purposes.
- **Transfer to Reserve:** \$488,376 was allocated to the Benefits Reserve (RF098) for the Administrative Services Only (ASO) reconciliation.
- **Legal:** An increase in Inquests and evolving legislative requirements continued to create operational and financial pressures, requiring significant staff involvement and, in some cases, the use of external legal counsel. This category also reflects increased demand for procurement expertise, including support for sole and single-source exemption reviews, Procurement Policy updates, RFX template development, and procurement-related advisory support.
- **Uniforms:** Additional uniform purchases were required to meet evolving operational and ceremonial demands. This included fire-resistant uniforms to comply with new Community Safety and Policing Act (CSPA) standards and align with industry safety requirements. Increased member participation in memorials, community events, and formal functions also drove higher demand for Number 1 dress uniforms and ceremonial tunics.
- **Operating Supplies:** Additional ammunition purchases were required to support CSPA requirements related to active attacker response, including maintaining a sufficient number of semi-automatic rifles and training qualified officers. The overage was also attributable to costs associated with Service-related events (including the Gala, Golf Tournament, and Be Well Serve Well) and grant-funded purchases. These expenses were offset by corresponding revenues recorded in revenue accounts, resulting in a net-neutral impact on the overall operating budget.
- **Other Police Equipment:** Unanticipated purchases were required to outfit two service dogs due to turnover in the Canine Unit. Additional operational equipment needs emerged, including cameras, tools and other items, which contributed to increased costs under this category.
- **Other Administrative Expenses & Purchased Services:** Expenditures in these categories were primarily related to the Police Gala and grant-funded purchases. These costs were fully offset by corresponding revenues recorded in revenue accounts, resulting in a net-neutral impact on the overall operating budget.
- **New Grants/Funding (Provincial and Federal Grants):** Grant funding was secured to support a range of initiatives, including the Youth in Policing Initiative, Bail Compliance

and Warrant Apprehension, Proceeds of Crime, Frontline Policing, Cybercrime, Auto Theft Prevention, Guns and Gangs Violence Reduction Strategy, Ontario CCTV Grant Program, and Mobile Crisis Response Team Enhancement and Criminal Intelligence Service Ontario (CISO) projects. These funds primarily offset related expenditures incurred throughout the year, resulting in a net-neutral impact on the operating budget.

- **Other Contributions:** Funds were received to offset related expenditures, including contributions associated with the Police Golf Classic Tournament, Police Gala, and Be Well Serve Well Conference. In addition, Western University contributed financially toward homecoming-related costs.
- **Secondments (Provincial and Other):** New secondments were established with the Ontario Police College, London Police Association and the CISO, resulting in salary recoveries.
- **Sundry Revenue:** Revenue was primarily driven by income from Record and Background Screening services.
- **Transfers from Reserves:** Due to the year-end operating surplus, the budgeted drawdowns from both the Police Service Reserve (\$850,000) and the Benefits (ASO) Reserve (\$400,000) were not required.

### Reserve Funds

The following outlines the 2025 activity and balances of the reserves as of December 31, 2025:

Reserve Fund	Dec. 31, 2024	Interest 2025	Activity 2025	Year-End Contribution	Dec. 31, 2025
Benefits Reserve (RF098)	\$4,268,714	\$212,827	\$488,376*	\$0	\$4,969,917
Police Service Reserve (RF10100)	\$9,680,031	\$440,959	(\$1,631,863)	\$5,679,384	\$14,168,511
Sick Leave Reserve (RF051)	\$46,919	\$2,301	\$0	\$0	\$49,220

\* Each year, an Administrative Services Only (ASO) reconciliation is performed to assess variances between premiums paid and actual expenditures. For 2025, a surplus was generated due to expenses being lower than premiums set aside.

### Police Service Reserve Fund (RF10100) Overview

The 2025 operating surplus of \$5,679,384 shall be deposited into the Police Service Reserve (RF10100), subject to confirmation from the LPSB. This deposit, along with the anticipated approval for a one-time draw of \$463,156 from RF10100 to support unforeseen 2025 capital expenditures, will yield the following projections for 2026:

<b>Target Driver</b>	<b>Amount</b>
Net Police Service Operating Budget (2026)*	\$197,276,415
Minimum Target (4%):	\$7,891,057
Maximum Target (6%):	\$11,836,585
Ending Balance Dec 31, 2025	\$14,168,511
2025 Unforeseen Capital Expenditures	(\$463,156)
Committed Projects	(\$6,888,931)
Available Uncommitted Balance as of Dec 31, 2025	\$6,816,424
2026 Budgeted One-Time Draw	(\$700,000)
2026 Chief Contingency	(\$500,000)
Interest Income (Projected - 3.5%)	\$338,131
Projected Uncommitted Balance as of Dec 31, 2026	\$5,954,555
Shortfall to minimum target	\$1,936,501
Shortfall to maximum target	\$5,882,030

*\*Amount is before 2026 Assessment Growth Funding (Business Case pending approval).*

### **Tentative Projects**

As outlined in Board Report 2509FF02 and 2512FF02, the Board was advised of the operating and capital pressures impacting the Service as part of the 2026–2027 Multi-Year Budget (MYB) update. The MYB was developed using a zero-based budgeting approach to support transparency and fiscal discipline.

Priority items identified by Division Commanders are under review by the Executive Command Team within the broader prioritization and resource-allocation framework. Based on the projected uncommitted reserve balance as of December 31, 2026, there remain initiatives that may require reserve support including a previously identified HRIS Project.

### **Capital Budget**

The London Police Service provides regular updates to the Executive Command Team on the status of capital expenditures relative to approved budget allocations. The Capital Projects Status Appendix includes detailed information for each capital project, outlining key milestones, progress to date, and estimated completion timelines.

As of December 31, 2025, there are no financial concerns to report. All capital projects are currently reflecting a positive variance, with sufficient funding available to support completion as planned. During 2025, ten (10) capital projects were successfully completed, and the approved funding for these projects has been fully utilized.

**CONCLUSION:**

In conclusion, this report reflects the London Police Service's 2025 fiscal year performance, showing an operating surplus of \$5,679,384. The report outlines the need for a one-time draw of \$463,156 from the Police Service Reserve Fund to cover unforeseen capital expenditures approved by the Chief. It includes details on reserve fund activities and recommends transferring the year-end surplus to the Police Service Reserve to bolster its financial stability. Additionally, capital projects have been effectively managed, with no significant financial concerns raised.

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